

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS. Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders.

At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov/>.

Joining the Customs and Border Protection Office of Field Operations will allow you to use your expertise to detect and prevent terrorists and instruments of terror from entering the U.S. This position starts at a salary of \$83,468 (GS-1895-13, step 1). Apply for this exciting opportunity to strengthen Homeland Security by performing law enforcement activities such as inspection, intelligence analysis, examination, and interpretation of laws and regulations.

NOTE: Please read the announcement in its entirety, especially the "How to Apply" section. Failure to follow specific application instructions may result in an ineligible rating.

Who May Apply: Current U.S. Customs and Border Protection employees with competitive status.

For definitions of terms found in this announcement, please see http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm.

One or more selections may be made using this job opportunity announcement.

This announcement is for a 2nd line Supervisory CBP Officer GS-13. If you wish to apply to the 1st line Supervisory CBP Officer GS-13, please see job opportunity announcement **1396892**.

If going from a LEO Covered Position to a Secondary CBPO Special Enhanced Retirement Covered Position: Please be advised that when you enter on duty in this secondary CBPO special enhanced retirement covered position you will no longer be covered under the Special Retirement System for Law Enforcement Officers, but will only be covered under the Federal Employees Retirement System (FERS). For further information on the CBPO Enhanced Retirement Coverage, please see the section on Retirement Coverage.

Salary: The following link displays the locality pay tables by geographic area. If you do not see your geographic area listed, please select "Rest of the United States". <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>

NOTE: We are no longer issuing certificates for this position from the previous announcement (MHCMP-1128485-JEG); that announcement has been discontinued. You must re-apply to this current vacancy announcement to continue to receive consideration.

Travel Required: Occasional Travel

Travel Description: You may be required to travel.

Relocation Authorized: Yes

Relocation Authorized Description: Relocation expenses will only be paid for Port Director positions, not regular SCBPO positions.

You must be a U.S. Citizen to apply for this position

You may be required to pass a background investigation and/or polygraph

Males born after 12/31/1959 must be registered with Selective Service

You may be required to pass initial and random drug testing

You must pass the CBP Officer Promotional Assessment (including In-basket)

You will be required to carry a firearm and maintain firearm proficiency

In this second-line supervisory position, you will become a key member of a team of Homeland Security professionals detecting and preventing terrorists and instruments of terror from entering the U.S. Typical work assignments include:

- Responding to and resolving technical and operational questions regarding functions or programs supervised
- Providing guidance and training, communicating intelligence and enforcement information, and disseminating new procedures and policy changes
- Planning and accomplishing assignments, projects, studies or investigations intended to explore and resolve major operations and law enforcement problems, or to develop, improve, or install new procedures
- Directly overseeing a team of subordinate supervisors and performing a full range of supervisory functions

WHERE WILL POSITIONS BE FILLED UNDER THIS ANNOUNCEMENT?

Positions filled under this announcement are in the U.S. Customs and Border Protection, Office of Field Operations. Positions are available throughout the United States. To view a list of the available duty locations, please refer to the duties section of this announcement. You will be asked to identify your duty location preferences in the on-line application process. In some cases, the duty stations may not have a vacancy during the life of this announcement. In addition, there may be occasions where applicants are referred for selection based upon working within a particular commuting area. If you are selected for and accept this position, once you enter on duty, you will no longer be referred for other locations under this announcement.

Geographic Location: You may select up to **SEVEN** locations where you would be willing to work.

Listed below are the duty locations where positions may be filled under this announcement:

Anchorage	AK	Andrews AFB	MD	Dayton	OH
Mobile	AL	Baltimore	MD	Middleburg Heights	OH
Douglas	AZ	Bangor	ME	Sandusky	OH
Lukeville	AZ	Calais	ME	Toledo	OH

Naco	AZ	Eastport	ME	Portland	OR
Nogales	AZ	Fort Fairfield	ME	Erie	PA
Phoenix	AZ	Fort Kent	ME	Harrisburg	PA
San Luis	AZ	Houlton	ME	Philadelphia	PA
Sasabe	AZ	Jackman	ME	Pittsburgh	PA
Tucson	AZ	Lubec	ME	San Juan	PR
Calexico	CA	Madawaska	ME	Providence	RI
Long Beach	CA	Portland	ME	Charleston	SC
Los Angeles	CA	Van Buren	ME	Sioux Falls	SD
Otay	CA	Vanceboro	ME	Memphis	TN
Port Hueneme	CA	Detroit (Land)	MI	Brownsville	TX
San Francisco	CA	Port Huron	MI	Dallas	TX
San Ysidro	CA	Romulus (Airport)	MI	Del Rio	TX
Denver	CO	Sault St. Marie	MI	Eagle Pass	TX
Hartford	CT	Duluth	MN	El Paso	TX
New Haven	CT	International Falls	MN	Hidalgo/Pharr	TX
Wilmington	DE	Minneapolis	MN	Houston	TX
Cape Canaveral	FL	Chesterfield	MO	Laredo	TX
Fort Lauderdale	FL	Kansas City	MO	Presidio	TX
Fort Myers	FL	Springfield	MO	Progreso	TX
Jacksonville	FL	Woodson Terrace	MO	Roma	TX
Miami	FL	Gulfport	MS	San Antonio	TX
Orlando	FL	Roosville	MT	Tornillo	TX
Sanford	FL	Sweetgrass	MT	Alexandria	VA
Tampa	FL	Charlotte	NC	Dulles Airport	VA
Atlanta	GA	Pembina	ND	Norfolk	VA
Savannah	GA	Portal	ND	St. Thomas	VI
Hagatna	GU	Omaha	NE	Derby Line	VT
Honolulu	HI	Newark	NJ	Highgate Springs	VT
Des Moines	IA	Albuquerque	NM	Norton	VT
Eastport	ID	Columbus	NM	Richford	VT
Chicago	IL	Santa Teresa	NM	Saint Albans	VT
Milan	IL	Las Vegas	NV	Williston	VT
Peoria	IL	Alexandria Bay	NY	Blaine	WA
Rockford	IL	Buffalo	NY	Oroville	WA
Evansville	IN	Champlain	NY	Seattle	WA
Indianapolis	IN	Massena	NY	Sumas	WA
Witchita	KS	Ogdensburg	NY	Green Bay	WI
Hebron	KY	Queens	NY	Milwaukee	WI
Louisville	KY	Trout River	NY	Racine	WI
New Orleans	LA	Ashtabula	OH	Rio Grande City	TX
Boston	MA	Columbus	OH		

GS-13: You qualify at the GS-13 level if you possess one (1) year of specialized experience that equipped you with the skills needed to perform the job duties. Examples include leading, directing, supervising, and providing

technical direction to others in performing inspection, intelligence analysis, examination, and law enforcement programs relating to the arrival and departure of persons, conveyances, and merchandise into the U.S. Experience supervising Customs and Border Protection related work activities is preferred.

Secondary CBP Officer Requirement: The criterion is that knowledge, skill and ability in a position deemed to meet primary CBPO special retirement coverage is a mandatory prerequisite to satisfactorily perform the major duties and responsibilities of this job. In order to meet the requirements of this secondary CBP Officer position you must have permanently served in a primary CBP Officer Special Enhanced Retirement covered position, i.e. Customs Inspector, GS-1890, Immigration Inspector, GS-1816, Canine Enforcement Officer, GS-1801, or CBP Officer, GS-1895.

Note: If you currently serve in a permanent secondary CBP Officer Special Enhanced Retirement covered position, you are exempt from this mandatory prerequisite.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current Federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the Federal service) by May 31, 2016.

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience, education, and training will be rated using an online self-assessment questionnaire that is based on the competencies or knowledge, skills, and abilities listed below.

If you are not a current GS-1895, and you are selected, you will have to meet the following medical/physical standards:

Physical and Medical Requirements: Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, please go to:

http://www.cbp.gov/xp/cgov/careers/customs_careers/officer/tentatively_selected/

Physical Fitness Screening: Due to the strenuous nature of the CBP Officer duties and the associated training programs, fitness tests have been developed and will be used to screen candidates for CBP Officer positions. Candidates will be required to pass two pre-employment fitness tests. For more information, please go to:

www.cbp.gov/xp/cgov/careers/customs_careers/officer/cbp_officer/

Firearms Requirement: You will be required to carry a firearm and maintain firearm proficiency. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. You will be required to certify whether you have ever been convicted of such an offense. False or fraudulent information is criminally punishable by fine or imprisonment.

Supervisory Probationary Period: You may be required to serve an 18 month probationary period upon appointment and complete a supervisory training course within 12 months of assignment.

Data Systems: You will be required to maintain access to all data systems necessary for duty execution.

Shift Work/Overtime: You will be required to work on a shift and rotational basis and perform substantial amounts of overtime.

Rotation of Assignments/Duty Locations: Applicants may be required to rotate assignments and duty locations.

Basic Training: You may be required to attend approximately 18 weeks of training at the CBP

Academy at FLETC. Candidates selected for certain duty locations may receive an additional six weeks of Spanish language training.

Motor Vehicle Operation: You must possess a current valid State driver's license at the time of appointment.

Uniform: This position requires you to wear an officially-approved uniform while in a duty status.

Promotion Eligibility Rules as of October 1, 2013 (Directive No. 51332-022B):

CBP requires competition for selection into supervisory and managerial positions for occupations covered by competency-based assessments.

- First-line GS-13 supervisors who have not held a permanent second-line or higher supervisory/managerial level position must compete. GS-13 applicants will not be considered non-competitively for the GS-13 second-line or higher supervisory/managerial position from a first-line supervisory position.
- Mandatory competition for this position now carries a one year requisite time-in-position at the first-line supervisory GS-13 position.
- The above requirement does not apply if you currently hold or previously held a permanent supervisory or managerial GS-13 second-line (or higher) or equivalent position.
- Temporary and permanent Course Developer/Instructors (CDIs) will follow eligibility requirements for first-line supervisors. Incumbents in these positions will be eligible to compete for the GS-13 second-line or higher supervisory/managerial positions after serving the one year requisite time-in-position as a GS-13 CDI

Qualifications: You must meet all qualification requirements by May 31, 2016. Qualification claims will be subject to verification through a review of your work experience and/or education as provided in your resume, transcripts (as applicable), and responses to assessment questions. This verification could occur at any stage of the application process.

CBP Officer Promotional Assessment: Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your CBP Officer Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, otherwise we cannot consider you for this position. Alternate staffing (non-competitive) candidates need not have a current, valid test score. Alternate staffing candidates include applicants who have permanently held a second line Supervisory/Managerial position or equivalent at the announced grade or higher.

Knowledge, Skills, Abilities and Other Characteristics (KSAOs):

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume.

The KSAO's are:

- Ability to interpret a wide variety of laws, rules, regulations, and procedures concerning import-export of merchandise, cargo, or personal possessions to the U.S for processing and control of passengers, baggage, cargo, and carriers

- Expert knowledge of law enforcement methods including interrogating, searching, seizing, arresting, and self-defense
- Knowledge of principles and techniques of management to accomplish work through others.
- Knowledge and understanding of policies, principles, and objectives of EEO and special emphasis programs

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see [View Occupational Questionnaire](#).

Agency Career Transition Assistance Program (CTAP) eligibility: If you have never worked for the federal government, you are not CTAP eligible. Information about CTAP eligibility is on the OPM's Career Transition Resources website at:

[http://www.opm.gov/Reduction In Force/employee resources/ctap/Employee-Guideline CTAP.asp#3a](http://www.opm.gov/Reduction%20In%20Force/employee%20resources/ctap/Employee-Guideline%20CTAP.asp#3a). To be considered well qualified under CTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

To begin your online application, click the "**Apply Online**" button and follow the prompts to register or sign into Application Manager. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144**. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](#) using OPM Form 1203-FX http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf, and the official fax cover sheet: <http://staffing.opm.gov/pdf/usascover.pdf>. Please include job opportunity announcement ID 1396887 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into Application Manager, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 p.m. Eastern Time on Friday, June 19, 2015**

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/YY). Your resume should also contain your full name, address, phone number, email address, and your work schedule and salary.
- **Your responses to the job questionnaire.**
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; SF-50B; a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that

you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

- ***Veterans preference points are not applicable to Merit Promotion announcements.***
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in Application Manager and you must again upload or fax it by the closing date.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at:

<https://my.usajobs.gov/Account/NotificationSettings.aspx>. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 90 days of each certificate issued. If you are selected, we may conduct a suitability/security background investigation.

This announcement will be used until approximately May 31, 2016 to fill Supervisory CBP Officer (Second Line), GS-13 positions.

Competitive Candidates (Promotional Opportunity Candidates) must have a current, valid test score on the CBP Officer promotional assessment (including In-basket) by the opening date of this announcement to receive consideration. Alternate Staffing Candidates (Non-Competitive candidates) need not have a current, valid test score. Alternate Staffing candidates include applicants who have permanently held a second-line supervisory/managerial position or equivalent at the highest grade announced or higher. Details and temporary promotions do not count.

DHS offers competitive starting salaries and an attractive benefits package, including: health insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, life and long-term care insurance, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to www.dhs.gov/careers and select "Benefits".

Retirement Coverage: This position has been identified as a secondary position as provided under the enhanced retirement provision of Public Law 110-161 for Customs and Border Protection Officers. Please see http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new_cbpo_retirement_coverage/cbp_faqs.xml for requirements of secondary coverage. Information is also available by calling the CBPO Retirement Coverage toll-free hotline at 1-866-469-7359 or emailing questions to RABASERVICES@cbp.dhs.gov.

Background Investigation: To ensure the accomplishment of our mission, CBP requires every employee to be reliable and trustworthy. To meet those standards, selected applicants may be required to undergo, and must successfully pass, a background investigation for placement into this position. This may include a review of financial issues and disclosure regarding criminal offenses and illegal use or possession of drugs. Entry into this position may require that you successfully pass a polygraph examination. For more information, please see: http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml.

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Bargaining Unit: This position is not covered under the bargaining unit.

CBP uses E-Verify to validate all newly hired applicants' ability to work legally in the United States. To learn more about E-Verify, please follow this link: <http://www.uscis.gov/e-verify>.

Relocation Information: To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website:
<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>

Please view the video “Protecting America 24/7” to learn more about CBP’s Office of Field Operations:
http://cbpapps.cbp.dhs.gov/fo/2011/protecting_america/pro_america.wmv

WHEN IS THIS ANNOUNCEMENT OPEN AND WHAT IS THE LAST DATE TO APPLY FOR THIS POSITION?

We are currently accepting applications from Monday, June 01, 2015 to Friday, June 19, 2015. You must apply on-line by 11:59 p.m. Friday, June 19, 2015 ET to receive consideration under this announcement. Please refer to the "How to Apply" section for further guidance. You must meet the qualifications and eligibility by May 31, 2016 to be considered eligible under this announcement. Eligible applicants may be referred and selected at any time after the closing date. However, if selected, you will be promoted/reassigned only after you have met all job requirements such as qualifications and time-in-grade requirements. Employees who meet the qualifications and other job requirements (as explained in this announcement) by May 31, 2016, are encouraged to apply during the open period. **If you do not apply by Friday, June 19, 2015, you WILL NOT have an opportunity to apply for this position and will not receive consideration for selection until the next open period.**

Every individual receives a fair opportunity throughout the Federal recruitment and hiring process. To learn more, click on the link https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf.

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